wy Personnel Research and Development Center

Diego, California 92152-6800

TR-92-19

August 1992



AD-A254 734



Relation of Study Factors to Performance in Navy Technical Schools



Josephine M. Randel Ray E. Main George E. Seymour Barbara A. Morris

390772

92-24141

NPRDC-TR-92-19 August 1992

Relation of Study Factors to Performance in Navy Technical Schools

Josephine M. Randel Ray E. Main George E. Seymour Barbara A. Morris

Reviewed and approved by J. McLachlan

Released by
Thomas F. Finley
Captain, U.S. Navy
Commanding Officer
and
Richard C. Sorenson
Technical Director (Acting)

Approved for public release; distribution is unlimited.

Navy Personnel Research and Development Center San Diego, CA 92152-6800

REPORT DOCUMENTATION PAGE					n Approved 3 No. 0704-0188			
Public reporting burden for this collection of sources, gathering and maintaining the data aspect of this collection of information, inclu Reports, 1215 Jefferson Davis Highway, Su Washington, DC 20503.	regarding this burden estimate or any other Directorate for information Operations and							
1. AGENCY USE ONLY (Leave blan	,	REPORT DATI August 1992			TTYPE AND DATE COVERED 1 Oct 89-30 Sep 90			
4. TITLE AND SUBTITLE Relation of Study Factors to I	Performance in Navy	Technical S	Schools	Prograi	G NUMBERS m Element 0603720N Jnit R1772			
6. AUTHOR(S) Josephine M. Randel, Ray E.	Main, George E. Sey	ymour, Barb	ara A. Morris					
 PERFORMING ORGANIZATION Navy Personnel Research and San Diego, California 92152- 	Development Cente			REPORT	RMING ORGANIZATION F NUMBER C-TR-92-19			
9. SPONSORING/MONITORING AC Chief of Naval Operations (C Navy Department Washington, DC 20350-2000	P-01)	ADDRESS(ES	5)		DRING/MONITORING Y REPORT NUMBER			
Product Line: Schoolho	n and Training ouse Training ills Training							
12a. DISTRIBUTION/AVAILABILITY STATEMENT Approved for public release; distribution is unlimited. 12b. DISTRIBUTION CODE				UTION CODE				
This study was conducted to determine which study factors lead to success in Navy technical schools and to ascertain whether the effects of study factors vary from one school to another. Study factors refer to all clearly definable elements that may affect student learning and that may be influenced by training. A Study Factors Survey (SFS) was developed and administered to 1,762 students in seven Navy technical schools. Scores on high-failure tests (those failed by 10% or more of the students) were collected for the beginning, middle, and end of each course. Partial correlations between mean test scores and study factor scales were calculated, controlling for ability as measured by the Armed Services Vocational Aptitude Battery (ASVAB). Of 304 possible correlations, 87 were significant. Four study factors—Concentration, Competition, Memorization, and Motivation—had the greatest number of significant correlations with achievement scores. Anxiety and Mastery Beliefs had the next largest number of significant correlations.								
14. SUBJECT TERMS Study skills, basic skills, aca	idemic performance,	, concentrati	on, competition, m	emorization,	15. NUMBER OF PAGES 27			
motivation, study skill test				•	16. PRICE CODE			
17. SECURITY CLASSIFICATION OF REPORT UNCLASSIFIED	18. SECURITY CLASS OF THIS PAGE UNCLASSIFIEI		19. SECURITY CLA OF ABSTRACT UNCLASSIFI		20. LIMITATION OF ABSTRACT UNLIMITED			

Foreword

This research and development effort was conducted under program element 0603720N (Education and Training), work unit R1772 (Education and Training Development), task ET003 (Skill Enhancement Program). It was sponsored by the Chief of Naval Operations (OP-01). The objective of this work unit is to identify Navy school requirements for enhanced student preparation and to develop methods for addressing these requirements.

This study was conducted to determine which study factors lead to success in Navy technical schools and to ascertain whether the effects of study factors vary from one school to another. Study factors refer to all clearly definable elements that may affect student learning and that may be influenced by training.

This report was originally published in *Military Psychology*¹ and is being reprinted by the Navy Personnel Research and Development Center for wider military distribution.

THOMAS F. FINLEY Captain, U.S. Navy Commanding Officer

RICHARD C. SORENSON Technical Director (Acting)

Acces	sion For	
MTIS	GRARI	g
DTIC		₫
	ownced	
Just 1	fication_	
By	d but I on I	
	lability	Codes"
	Avail an	d/or
Dist	Specia	1
1		
IH'		
11,		

DTIC QUALITY INSPECTED 3

¹Randel, J. M., Main, R. E., Seymour, G. E., & Morris, B.A. (1992). Relation of study factors to performance in Navy technical schools. *Military Psychology*, 4, 75-86.

Summary

Background

Administrators and instructors of Navy "A" schools (the first technical school attended by Navy personnel) frequently find their students are deficient in required basic skills, such as reading, mathematics, and study factors. Research was conducted to measure study factors and to evaluate their impact on Navy technical school performance.

Approach

A Study Factors Survey (SFS) was developed and administered to 1,762 students in seven Navy technical schools. ¹ Scores on high-failure tests (those failed by 10 percent or more of the students) were collected for the beginning, middle, and end of each course. The schools listed by letter in the report are A--AE school, B--AV school, C--FC school, D--ET1 school, E--ET2 school, F--GM school, G--EW school.

Results

Partial correlations between mean test scores and study factor scales were calculated, controlling for ability as measured by the Armed Services Vocational Aptitude Battery (ASVAB). Of 304 possible correlations, 87 were significant. Four study factors--Concentration, Competition, Memorization, and Motivation--had the greatest number of significant correlations with achievement scores. Anxiety and Mastery Beliefs had the next largest number of significant correlations.

Recommendations

We recommend that further work in the study factors area be conducted with the aim of improving performance in Navy schools. Specifically we recommend that the Study Factors Survey be revised to improve the reliability of the individual scales. With this accomplished, schools will be better able to identify the prerequisite skills appropriate for their particular schools, which is more cost effective than training study skills in general. In the meanwhile, we recommend that training in the four study factors with the greatest number of significant correlations be conducted to determine if this improves performance in Navy schools. Concentration Management and Memory Aids training materials could be borrowed from the Job Oriented Basic Skills (JOBS) School (electronics strand) for use in other Navy schools.

¹Further information on the SFS can be found in the Seymour, Main, Randel, & Morris (1991) article listed in the reference or in Seymour, G. E., Main, R. E., Randel, J. M., & Morris, B. A. (1992). Study Factors and their impact on military school performance measures (NPRDC-TR-92-10). San Diego, CA: Navy Personnel Research and Development Center.

Contents

		Page
M	ethod	4
	Subjects	4 4 5
R	esults	6
D	iscussion	7
A	cknowledgment	10
R	eferences	11
A	ppendixStudy Factors Survey	A-0
D	istribution	
	List of Tables	
1.	Study Factors Survey Scales: Number of Items and Coefficient Alphas	4
2.	Partial Correlations Between Study Factor Scales and School Performance for the First Segment of the Course	7
3.	Partial Correlations Between Study Factor Scales and School Performance for the Second Segment of the Course	8
4.	Partial Correlations Between Study Factor Scales and School Performance for the Third Segment of the Course	9
5.	Number of Significant Correlations and Study Factors Per School	9

Relation of Study Factors to Performance in Navy Technical Schools

Josephine M. Randel, Ray E. Main, George E. Seymour, and Barbara A. Morris Navy Personnel Research and Development Center

This study was conducted to determine which study factors lead to success in Navy technical schools and to ascertain whether the effects of study factors vary from one school to another. Study factors refer to all clearly definable elements that may affect student learning and that may be influenced by training. A Study Factors Survey (SFS) was developed and administered to 1,762 students in seven Navy technical schools. Scores on high-failure tests (those failed by 10% or more of the students) were collected for the beginning, middle, and end of each course. Partial correlations between mean test scores and study factor scales were calculated, controlling for ability as measured by the Armed Services Vocational Aptitude Battery (ASVAB). Of 304 possible correlations, 87 were significant. Four study factors—Concentration, Competition, Memorization, and Motivation—had the greatest number of significant correlations with achievement scores. Anxiety and Mastery Beliefs had the next largest number of significant correlations.

Administrators and instructors of Navy "A" schools (the first technical school attended by Navy personnel) frequently find their students are deficient in required basic skills, such as reading, mathematics, and study factors. We define study factors as all clearly definable elements that affect learning and can be influenced by training. Study factors could include skills, strategies, or affective components. What we refer to as study factors have been previously discussed under several names such as study skills, learning strategies, and learning to learn.

Although standardized tests have been used to place students into remedial reading and mathematics programs, the Navy has no assessment

Requests for reprints should be sent to Josephine M. Randel, Navy Personnel Research and Development Center, San Diego, CA 92152-6800.

tool to determine which study factors are most effective in technical training courses and which will pay off in higher test performance. The purposes of this research were to identify the study factors related to successful performance in Navy technical schools and to ascertain if different factors affect performance in different schools. Because this study deals with Navy electrical technology and electronics A schools, where there is a single course in a school, the terms course and school are used interchangeably.

Review articles in the 1960s and 1970s reported that study factors courses are effective in helping students improve their academic performance (Brozo, Schmelzer, & Thurber, 1982). High-risk and disadvantaged college students have also shown some improvement in academic achievement when enrolled in special programs that included study skills courses (Kulik, Kulik, & Shwalb, 1983). Weinstein and Underwood (1985) reported increased grade point average (GPA) and reading comprehension and reduced anxiety after a 3-credit semester course on learning strategies. Similar results were found for GPAs by Pintrich, McKeachie, and Lin (1987). Students who completed a 5-hr self-paced Air Force package on four study skills improved their test scores and completion times in a computer-managed technical training course (Dobrovolny, McCombs, & Judd, 1980). Not all study factors training efforts have improved performance, however. A 4.5-hr training program for Army personnel was not successful (Weinstein, Rood, Roper, Underwood, & Wicker, 1980).

The success of study factors training depends on how appropriate the skills taught are for the school in which they are to be applied. Selection of appropriate study factors is particularly important for technical training environments, such as the Navy's, where training time is limited. Training in study factors would probably reduce the time available for teaching technical subject matter.

To identify the study factors appropriate for Navy technical training, we developed an instrument suitable for this population. We were interested in measuring some of the more traditional study factors such as note taking and test preparation, but we also wished to measure metacognitive skills such as elaboration and self-monitoring. *Metacognition* refers to learners' knowledge about and control over their cognitive processes (Wittrock, 1986). By using metacognitive processes, students strive to organize new material to be learned and to relate it to what they already know. Students also check for integration and understanding.

A search of the literature for an appropriate instrument for measuring the desired study factors uncovered no suitable test. Brozo et al. (1982) used the Minnesota Study Habits Bank to link specific study skills to academic performance at the college level. They found that successful and failing students can be differentiated by their use of some study skills. However,

this questionnaire measured mainly traditional types of study skills such as scheduling, note taking, concentration, and motivation.

Most of the study factors instruments we reviewed covered these and other traditional study skills such as time management, work habits, and student attitudes toward school and study (Evans & Tribble, 1987; Nadson, Michael, & Michael, 1988; O'Neil & Child, 1984). A few included some of the cognitive or metacognitive learning strategies (Weinstein, Zimmerman, & Palmer, 1988). The Study Skills Questionnaire measures the metacognitive level, but it is not comprehensive and is impractical in that it requires each item to "be explained by the study instructor . . . because of its specialized vocabulary" (Bartlett & Knoblock, 1988, p. 364).

Two instruments that combine more traditional study skills and metacognitive skills are (a) the Learning and Study Strategies Inventory (Weinstein & Palmer, 1987) and (b) the Motivated Strategies for Learning Questionnaire (Pintrich, 1987). Both address a college population with a schedule of classes and requirements unlike those of Navy technical schools, and several of the questions were inappropriate for our population. For example, these questionnaires assume a student is taking general education and a variety of other courses as is common in college, rather than one course as is common in a military technical training school. The questionnaires also assume greater flexibility in planning study time than is possible for military students. Consequently, we decided to develop a tool to assess the study factors appropriate for military enlistees.

We conducted a literature search to select the most appropriate study factors for a technical school population. The selection of the study factors and development of the SFS questionnaire are described in detail in Seymour, Main, Randel, and Morris (1991). This article describes the application of the SFS to determine the relationship between study factor practices and test performance at seven Navy A schools.

The relative effects of study factor usage at different schools and at different course segments are of interest. Study factors may vary in importance from one school to another due to variations in course difficulty and type of content. All schools in our study teach electronics and electrical technology. Although these subjects are highly technical, the level of difficulty (as indicated by attrition) can vary greatly among schools (Main, Seymour, & Morris, 1989). A prerequisite for tailoring study skill preparation to individual schools is to determine school requirement similarities. In all of these schools, content varies over the length of the course. Initial sections typically deal with theory and mathematics, middle sections with basic circuits, and end sections with advanced circuit applications. Because study factors may vary in their relevance to different types of content, it was appropriate to determine whether relationships between study skill usage and test scores also varied among course sections.

METHOD

Subjects

A total of 1,762 enlisted students in seven Navy technical schools completed the SFS. These schools train students for occupations in the fields of electronics and electrical technology. The majority of students are high school graduates who range from 18 to 21 years in age.

Materials

The SFS is a 16-factor, 98-item questionnaire with a four-choice Likert-type scale; scores on any item range from almost never (1) to almost always (4).

As a result of a reliability analysis, 12 of the 98 items were not used, leaving 86 items for this study. Each study factor has three to eight questions. For each study factor, a mean score was computed for each student by averaging the responses to the questions for that study factor. Reliability of the whole scale, as measured by coefficient alpha, is .92; reliability of the individual scales ranges from .59 to .90, all of which are significant. Alpha coefficients and the number of items in each scale are presented in Table 1.

TABLE 1
Study Factors Survey Scales: Number of Items and Coefficient Alphas

Study Factor	Number of Items	Alpha
Anxiety	5	.712
Competition	3	.626
Concentration	7	.669
Elaboration	6	.731
Graphic Study Aids	3	.680
Group Study	5	.903
Mastery Beliefs	7	.585
Memorization	5	.632
Motivation	8	.732
Organization	8	.728
Questioning	3	.727
Review	5	.650
Self-Monitoring	8	.668
Study Resource Management	5	.716
Test Anticipation	5	.645
Test Strategy	3	.625

The study factors are defined as follows:

Anxiety: Generalized fear associated with learning or testing situations.

Competition: A tendency to compare one's performance with that of classmates or the perception of one's performance as being evaluated in comparison to others.

Concentration: The ability to focus on learning despite either internal or external distractions.

Elaboration: The tendency to relate new course information to what is already known or to other course information by use of representational strategies such as diagrams.

Graphic Study Aids: The use and understanding of charts, figures, and tables provided for study.

Group Study: The tendency to interact with other students to share ideas and information during study.

Mastery Beliefs: Attitudes relating academic achievement to personal effort.

Memorization: The ability to retain learned information and/or the use of memory techniques such as associations, repetition, or imaging. Motivation: The level of drive or perceived incentive to complete training at this school or to learn assigned training content.

Organization: The ability or tendency to find or record key points in instructional presentations and relate them to each other.

Questioning: The process of seeking clarification in class from the instructor.

Review: The selective examination of previously read course material to enhance learning.

Self-Monitoring: The ability or tendency to check the accuracy of one's ideas or conclusions against related knowledge or criteria while gaining new information or processing data.

Study Resource Management: The tendency to allot adequate study time and to study in appropriate surroundings.

Test Anticipation: The tendency to try to anticipate test content.

Test Strategy: The use of techniques during a test to maximize the number of correct responses, such as skipping hard items or eliminating obviously incorrect answers from multiple-choice-type tests.

Procedure

The failure rates for all written tests given by the seven Navy technical schools over a 6-month period were obtained from a Navy data base.

High-failure tests—those failed by 10% or more of the students—were selected for each course. Restricting our analysis to high-failure tests reduced the possibility of ceiling effects and prevented a restricted range of scores to correlate with the questionnaire results.

Each course was divided into beginning, middle, and end segments, and the high-failure tests were designated as belonging to one of these segments. For each course segment, available high-failure test scores were converted into standard scores and averaged to provide a combined segment score. Although we had planned to use three test scores per segment in obtaining combined scores, this was not always possible. For some segments, only one or two high-failure tests were available. For others, all test scores were not available for some students due to missing data in the data base. Use of tests with missing scores could reduce the sample size because subjects who did not have test data for all tests would be eliminated. Therefore, some high-failure tests with missing scores were eliminated from the study. As a result, one to three high-failure tests were used for each segment of each course with one exception. For School G, test data were available for the first segment only, and combined scores for the first segment were based on four high-failure tests.

Schools were instructed to administer the SFS to three groups of 100 students each. Each group was at a different segment of the course, and students were administered the SFS before they took any of the high-failure tests for that segment. In practice, the number of students administered the SFS for a course varied from 245 to 333 in each of six schools, with 92 students in one school (School G).

RESULTS

In examining the effects of study factors on performance, there was concern that the effects of study factors might be confounded with student ability. Previous research reported a significant correlation between study habits and ability as measured by the Wonderlic intelligence test (Davou & McKelvie, 1984). Student ability, as measured by the ASVAB, is also known to be a good predictor of technical school performance. To control for the effect of ability, we obtained student scores on the ASVAB as a measure of ability. Because ASVAB scores were available for 1,533 of the 1,762 students in the sample, the total sample size was reduced. We calculated partial correlations between the mean score for each study factor on the SFS and the mean test score for each segment of each course, adjusting for the effect of ability as measured by the ASVAB. That is, the effect of ASVAB scores was partialed out. The results of the partial correlations between each study factor and performance (controlled for the

effect of ability) can be seen in Table 2 for the first segment of the course, Table 3 for the second segment of the course, and Table 4 for the third segment of the course. Schools A through F have data for three course segments, whereas School G has data for only the beginning segment.

A total of 87 significant correlations out of a possible 304 were obtained. The study factors showing the greatest number of significant correlations with achievement test scores were Concentration (13), followed by Competition and Memorization (10 each) and Motivation (9). Anxiety, Questioning, and Mastery Beliefs each had 6 significant correlations. The remaining study factors had 5 or fewer significant correlations.

The number of significant correlations per course segment was 41 for the beginning segment, 23 for the middle segment, and 18 for the end segment.

The number of significant correlations per school is shown in Table 5. School D has the largest number (14), followed by School C (11), School E (9), and Schools B and G (8 each).

DISCUSSION

Of the 16 study factors chosen for study, the 4 with the largest number of significant correlations with achievement were Concentration, Competi-

TABLE 2
Partial Correlations Between Study Factor Scales and School Performance for the First Segment of the Course

Study				School			
Factor	A	В	С	D	E	F	G
Anxiety	16*	31**	25 **	10	28 **	06	03
Competition	.09	.12*	.28**	.30**	.19*	.08	.27**
Concentration	.16*	.17**	.23*	.31**	.37**	05	.28**
Elaboration	 .05	.06	05	.17**	.11	.20*	.18*
Graphic Study							
Aids	07	.09	00	.15**	.04	.13	.18*
Group Study	13	09	11	13 *	12	.01	.06
Mastery Beliefs	.07	.09	.05	.23**	.12	.31**	.10
Memorization	.08	.16**	.12	.27**	.23**	.28**	.43**
Motivation	.08	.08	.15	.31**	.17*	.22*	.28**
Organization	05	04	04	.19**	.08	.16	.21*
Questioning	03	.09	.08	.22**	.08	.17	.12
Review	02	.09	.02	.14*	.12	.15	.25**
Self-Monitoring	.06	.08	04	.21**	.17•	.11	.08
Study Resource							
Management	05	08	04	.11*	.04	.19*	07
Test Anticipation	.06	.06	10	.14*	.03	.16	.01
Test Strategy	07	17**	42**	.02	07	02	- .07

p < .05. p < .01.

TABLE 3

Partial Correlations Between Study Factor Scales and School Performance for the Second Segment of the Course

Study				School			
Factor	A	В	C	D	E	F	Gª
Anxiety	10	19**	04	02	15	27*	_
Competition	.18*	.11	.28**	.20**	.21**	.21	_
Concentration	.13	.13*	.37**	.14*	.15	.17	_
Elaboration	.09	00	.09	.10	14	.22	_
Graphic Study							
Aids	.10	- .03	- .05	.13*	01	16	_
Group Study	10	03	.04	07	11	- .01	_
Mastery Beliefs	.16*	.12	04	.11*	00	- .01	_
Memorization	.10	.07	.25**	.24**	- .01	.19	_
Motivation	.18*	.04	.18*	.18**	.16*	.06	_
Organization	.07	- .10	.02	.11	15	.14	_
Questioning	.05	.08	.35**	.17**	.12	.17	
Review	.10	00	.15	.10	00	.19	_
Self-Monitoring	.10	- .03	.12	.16**	.11	.21	_
Study Resource							
Management	.03	13°	01	.04	.02	.21	_
Test Anticipation	.09	.06	.12	.11	.10	.25*	_
Test Strategy	07	09	13	- .05	16 *	13	_

^{*}Test scores were available only for beginning course segment.

tion, Memorization, and Motivation. These study factors should receive the greatest attention in any study factors training program for technical training schools, especially those schools related to electrical technology or electronics. Time permitting, Anxiety reduction and Mastery Beliefs should be given training consideration. However, because the results obtained from this study are based on correlations, we can only suggest changes to training; further experimental studies are needed to confirm the observed relationships.

The fact that the same factors showed up across schools suggests that all schools similar to those in this study might benefit from the same training. On the other hand, there were differences across schools. Time permitting, a school administrator should consider giving the SFS to his or her own students and using the results to determine the study factors most appropriate for training.

The greatest number of significant correlations between study factors and performance occurred in the early segments. Two notable exceptions to this general rule were Questioning and Test Anticipation. Each of these factors may be affected by experience with instructors. Students may be able to anticipate test questions effectively only after becoming familiar with the

^{*}p < .05. **p < .01.

TABLE 4
Partial Correlations Between Study Factor Scales and School Performance for the Third Segment of the Course

Study				School			-
Facior	A	В	С	D	Ε	F	Gª
Anxiety	01	10	01	08	12	08	
Competition	.18	.07	.37**	.08	.19	.14	_
Concentration	.21*	.15*	.29**	.22**	.12	.12	_
Elaboration	04	.13	.19*	.11	00	.03	_
Graphic Study							
Aids	.05	.03	.09	.08	15	.12	_
Group Study	02	.07	.02	- .07	.17	07	
Mastery Beliefs	.11	.12	.24*	.07	.24*	09	_
Memorization	.08	.11	.37**	.19**	10	.21*	_
Motivation	.12	.07	.22*	.11	.02	.19	
Organization	06	.03	.11	.06	04	.15	_
Questioning	.02	.20**	.33**	.21**	.12	.12	_
Review	03	.07	.21*	.08	01	.16	_
Self-Monitoring	.02	03	.07	.06	- .08	.04	_
Study Resource							
Management	.10	05	.07	.02	.02	.02	_
Test Anticipation	.10	.17*	.26**	.00	22*	.01	_
Test Strategy	.01	02	01	05	11	08	_

^{*}Test scores were available only for beginning course segment.

TABLE 5
Number of Significant Correlations and Study Factors Per School

	School						
	\overline{A}	В	С	D	E	F	G
Number of significant correlations per school Number of significant	6	11	18	25	11	8	8
study factors per school	5	8	11	14	9	7	8

types of test questions that the instructor asks. Similarly, students may become more relaxed about asking questions as they become more familiar with the instructor. This possibility is supported by the fact that Anxiety becomes a nonsignificant factor late in the course.

There are several possible reasons for the general decline in significant factors in the later portions of courses. Affective factors such as Anxiety and Motivation might be expected to be more important at the start of a course. Toward the end of a course, Anxiety may be reduced by familiarity and success, and students with low Motivation may have attrited. Another

p < .05. p < .01.

possibility is that differences in the way that students respond to the SFS are reduced by attrition during the course. Those students remaining in the course may be more homogeneous with respect to their attitudes and the study skills they employ. A third possibility is that the effectiveness of study factor usage varies with course content and that study skills have a greater impact on the early segments of electrical technology and electronics courses, which typically emphasize basic theory and mathematics skills. Relative contributions of course and student variables in affecting study factors must be determined by further research.

Anxiety and Test Strategy showed consistently negative correlations with test performance. For the Anxiety scale, a negative correlation with test performance was expected. However, a negative correlation for Test Strategy and performance is counterintuitive, and a revision of the Test Strategy scale is indicated. The Group Study factor showed only one correlation, which was negative, and also should be revised.

School D had significant correlations with achievement in all but two of the study factors. Schools C and D had the highest number of significant correlations and the highest number of significant study factors. These schools are electronics schools in Navy ratings that traditionally have had problems with attrition or setbacks. Administrators in these schools should consider providing training in some additional study factors beyond those showing up across most of the schools.

The more metacognitively oriented study factors—Self-Monitoring, Organization, Review, and Elaboration—had few significant correlations with test performance in very few schools. This might be explained by the fact that all written tests used in these Navy technical schools were multiple choice, which may not have required these skills. It has been shown that, for multiple-choice tests, networking (a technique for organizing learning materials) was not successful (Dansereau et al., 1979). Casteñeda (cited in Pintrich, Cross, Kozma, & McKeachie, 1986) found deeper processing strategies to be less effective than repetition or grouping concepts for dealing with well-structured, technical text. On the other hand, concentration management, which involved self-initiated relaxation and positive self-talk, had a positive effect for multiple-choice tests (Dansereau, 1985).

The next step in this program would be to design and administer study factors training for the most significant factors to determine if this improves test scores in a course.

ACKNOWLEDGMENT

The opinions expressed in this article are those of the authors, are not official, and do not necessarily reflect the views of the Navy Department.

REFERENCES

- Bartlett, A., & Knoblock, L. (1988). A self report questionnaire for updating college students' study skills. *Journal of Reading*, 31, 361-364.
- Brozo, W. G., Schmelzer, R. V., & Thurber, R. G. (1982). In the learning center: Differential study skills of successful and failing university students. *Journal of Learning Skills*, 2(1), 29-35.
- Dansereau, D. F. (1985). Learning strategy research. In J. W. Segal, S. F. Chipman, & R. Glaser (Eds.), *Thinking and learning skills: Vol. 1. Relating instruction to research* (pp. 209-237). Hillsdale, NJ: Lawrence Erlbaum Associates, Inc.
- Dansereau, D. F., McDonald, B. A., Collins, K. W., Garland, J., Holley, C. D., Diekhoff, G. M., & Evans, S. H. (1979). Evaluation of a learning strategy system. In H. F. O'Neil & C. D. Spielberger (Eds.), Cognitive and affective learning strategies (pp. 3-43). New York: Academic.
- Davou, D., & McKelvie, S. J. (1984). Relationship between study habits and performance on an intelligence test with limited and unlimited time. *Psychological Reports*, 54, 367-371.
- Dobrovolny, J. J., McCombs, B. L., & Judd, W. A. (1980). Study skills package: Development and evaluation (AFHRL-TR-79-43). Lowry Air Force Base, CO: Air Force Human Resources Laboratory, Technical Training Division.
- Evans, E. D., & Tribble, M. S. (1987). Study skills measurement in grades 7-12. Journal of Adolescent Research, 2(1), 85-93.
- Kulik, C.-L. C., Kulik, J. A., & Shwalb, B. J. (1983). College programs for high-risk and disadvantaged students: A meta-analysis of findings. Review of Educational Research, 53, 397-414.
- Main, R. E., Seymour, G. E., & Morris, B. A. (1989). Job-oriented basic skills (JOBS) training: A long-term evaluation (NPRDC TR 90-2). San Diego: Navy Personnel Research and Development Center.
- Nadson, J. S., Michael, W. B., & Michael, J. (1988). The factorial and concurrent validity of a revised form of the Study Attitudes and Methods Survey (SAMS). *Educational and Psychological Measurement*, 48, 969-977.
- O'Neil, M. J., & Child, D. (1984). Biggs' SPQ: A British study of its internal structure. British Journal of Educational Psychology, 54, 228-234.
- Pintrich, P. R. (1987, April). Motivated learning strategies in the college classroom. Paper presented at the American Educational Research Association Convention, Washington, DC.
- Pintrich, P. R., Cross, D. R., Kozma, R. B., & McKeachie, W. J. (1986). Instructional psychology. *Annual Review of Psychology*, 37, 611-651.
- Pintrich, P. R., McKeachie, W. J., & Lin, Y. G. (1987). Teaching a course in learning to learn. Teaching of Psychology, 14(2), 81-86.
- Seymour, G. E., Main, R. E., Randel, J. M., & Morris, B. A. (1991). Study factors and their impact on military school performance measures. Educational Technology Research and Development, 39(2), 19-28.
- Weinstein, C. E., & Palmer, D. R. (1987). Learning and Study Strategies Inventory. Clearwater, FL: H&H Publishing.
- Weinstein, C. E., Rood, M. M., Roper, C., Underwood, V. L., & Wicker, F. W. (1980). Field test of a revised form of the Cognitive Learning Strategies Training Program with Army enlisted personnel (Tech. Rep. No. 462). Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
- Weinstein, C. E., & Underwood, V. L. (1985). Learning strategies: The how of learning. In S.
 W. Segal, S. F. Chipman, & R. Glaser (Eds.), Thinking and learning skills (Vol. 1): Relating instruction to research (pp. 241-258). Hillsdale, NJ: Lawrence Erlbaum Associates, Inc.

86

- Weinstein, C. E., Zimmerman, S. A., & Palmer, D. R. (1988). Assessing learning strategies: The design and development of the LASSI. In C. E. Weinstein, E. T. Goetz, & P. A. Alexander (Eds.), Learning and study strategies: Issues in assessment, instruction, and evaluation (pp. 25-38). San Diego: Academic.
- Wittrock, M. C. (1986). Students' thought processes. In M. C. Wittrock (Ed.), Handbook of research on teaching (pp. 297-314). New York: Macmillan.

Appendix
Study Factors Survey

NPRDC Study Factors Survey

Form B:900130

The information requested in this Navy Survey will only be used in a research project about studying. It is subject to the provisions of Public Law 93-579, called the Privacy Act. Thus, failure to answer any particular question or questions in this Survey will have no impact on you. It may, however, affect the representativeness of the results.							
<u>Directions</u> : 1. PRINT your full name, Social S	ecurity Number, s	chool &	class be	elow:			
Name: MI MI	LAST	sn:	·				
	Class number:						
2. Answer all of the following questions and indicate how often you do the following behaviors. Put a check mark or an X in one of the columns after each question. Almost always your first impression will be accurate, so do not spend a lot of time answering any one question. There are no right or wrong answers in this Survey. Therefore answer each question as accurately as you can using the following scale. Almost A = Always, U = Usually, S = Sometimes, N = Never							
<u>-</u> ,		A	U S	N			
1. I rewrite my course notes to or necessary							
2. I like being in this A school	• • • • • • • • • • • • • • • • • • • •						
3. Asking questions in class is a	waste of time	. —					
4. I try to do better than most of	my classmates						
5. I can concentrate when I study.	• • • • • • • • • • • • • • • • • • • •						
6. Memorization causes me problems	in school			-			
7. If I don't understand something	, I do something						

(Continue to the next page)

8. I try to study each day.....

	Almost $\lambda = \lambda + $				
		A	U	s	N
9.	I outline my course materials				
10.	Reading something once without review is enough.				
11.	I have trouble paying attention when reading my text books				
12.	How well I do in this course depends on how well I try				
13.	I look over a chapter before I read it				
14.	My ability to pass the tests in this course depends on other student's grades				
15.	If it's noisy, then I can't study				
16.	I feel anxious just before a test				
17.	I look to see how things I study are similar and different from each other				
18.	When I study I imagine how to use what I read				
19.	I prefer to study alone				
20.	I have trouble reading charts and diagrams				
21.	I review my course materials for a test		<u></u>		
22.	I ask questions in class				
23.	I write possible test questions before the test				
24.	Do you get together with other students when you study?				
25.	Doing my best in school is very important				
26.	When I do poorly in a course it is because I have a poor instructor				
27.	I try to relate new information to what I already know				
28.	It's hard for me to ask questions in class				

	Almost $\lambda = \lambda + \lambda$ = $\lambda = \lambda$ = Usually, $\lambda = \lambda$ = Sometimes,	Almost N = Never					
		A	U	s	n		
29.	I am able to memorize important facts						
30.	I'm tired when studying because I study at the wrong times						
31.	I draw diagrams to help me understand what I am studying						
32.	I study at a regular time and place						
33.	Class work and homework come before party time		_				
34.	I avoid asking questions in class						
35.	I put forth my best effort in school						
36.	I associate things that I want to remember						
37.	Studying with others is a waste of time						
38.	I have trouble reading or understanding tables.				_		
39.	My ability to pass the tests in this course depends on how hard I study		_	******			
40.	I try to see relationships between things I study		_				
41.	When I make an error I try to find out why	_	_	_			
42.	If a textbook has a self-test, I answer the questions	_	_				
43.	Studying with others helps me to learn						
44.	I study the tables in my course materials						
45.	When I do well in a course it is because I have a good instructor		_				
46.	How often do you read course material without really understanding what you are reading						
47.	I rewrite course information in my own words						
48.	When answering multiple choice questions, I try to eliminate some answers first						

	Almost $\lambda = \lambda \log s$, $v = v \log s$, $v = v \log s$, $v = v \log s$		Almost N = Never		
		A	U	s	N
49.	Are you concerned about competing with classmates				_
50.	Taking a test makes me nervous				
51.	When working a math problem I have an idea about the size of the answer				_
52.	I allow enough time to study for exams		_		
53.	I use a specific memory method for studying				
54.	When studying I reword things my own way				
55.	I try to complete all school assignments				
56.	I go over my notes or outlines until I know them				
57.	How hard I work in school does not seem to affect how well I learn				-
58.	I try to figure out what will be on each test		_		
59.	I repeat things over and over to remember them				
60.	I check to see if what I am learning agrees with what I already know				
61.	Studying is more important than being with friends				
62.	How often can you tell if your studying is not being effective or useful				
63.	I can concentrate even when its noisy				
64.	To get high grades on a test in this course I have to do better than most of my classmates	_			
65.	I would rather study in a small group than study alone				
66.	Studying charts and tables is a waste of time				
67.	I study the key points of a textbook				
68.	Taking notes in class is important to me		_		

	Almost $A = Always$, $U = Usually$, $S = Sometimes$,		lmost Never		
		A	U	s	N
69.	When I do well in a test it is because of an easy grading system	_			
70.	I try to compare what I am studying to other material in the course				
71.	I learn new information when I review a chapter				
72.	When an answer doesn't look right to me I recheck my work				_
73.	I can picture in my mind what I want to remember			_	
74.	Before studying, I ask myself what I am supposed to learn	_			_
75.	When taking a test I skip hard questions and work on them later				_
76.	While studying my eyes wander around the room	-			
77.	I can tell when I make an error while working a problem				
78.	When I take multiple choice tests there are honest methods I use to improve my score				
79.	I find it difficult to pay attention in class			_	
	When taking a test my mind goes blank and I can't think		_		
81.	I tend to read test questions incorrectly				
82.	I have little idea of what is going to be asked on a test				
83.	I can tell when I've done something that is not logical				_
84.	I get together with classmates to study				
85.	I memorize school work without understanding it.				
86.	I wish I were assigned to another school		_		-
87.	I try to study where I won't be distracted				

	Almost $A = Always,$	U = Usually, S = Someti	S = Sometimes,	Almost N = Never			
				A	U	S	N
88.	I write a summary	about what I ha	ave just studied.	_			
89.	In general, it is a answer	•					
90.	I study the charts in my course may						
91.	I tend to worry abo				_	_	
92.	When studying for a may be on the test						
93.	I become bored if i ials I have alread						
94.	I tend to put off a enough time						
95.	I worry about fail:				_		
96.	On tests, I answer	the easy quest	cions first	_			
97.	I try to pay special emphasized by the						
	I look to see how	things I study	are similar				

Please go back and check to see if every question has been answered. Thank you for your cooperation in completing all of the questions in this Survey.

Distribution List

Distribution:

Chief of Naval Operations (OP-01)

Chief of Naval Education and Training (Code 00)

Chief of Naval Technical Training (Code 00) (2)

Defense Technical Information Center (DTIC) (4)

Copy to:

Office of Chief of Naval Research (OCNR-10), (ONT-222), (ONT-20)

Chief of Naval Operations (OP-116)

Curriculum and Instructional Standards Office, Fleet Training Center, Norfolk, VA

Commander, Naval Training Center, San Diego, CA

Commanding Officer, Service School Command, San Diego, CA

Commanding Officer, Service School Command, Great Lakes, IL

Commanding Officer, Service School Command, Naval Training Center, Orlando FL

Department of the Air Force, DET5, Armstrong Laboratory Directorate, (AFHRL/ID), Brooks Air Force Base, TX

TSRL/Technical Library (FL2870)

Director of Research, U.S. Naval Academy